

AB41 - COMM - 3

Subject: FW: RIN 1219-AB41 Drug Abuse and Mining Safety - The Importance of Deterrence

-----Original

Message-----

From: Peter Cholakis [mailto:pcholakis@avitarinc.com]

Sent: Friday, October 07, 2005 3:00 PM

To: zzMSHA-Standards - Comments to Fed Reg Group

Subject: RIN 1219-AB41 Drug Abuse and Mining Safety - The Importance of Deterrence

As you may know, random on-site testing has proven singularly effective as a deterrent to substance abuse in the workplace sector.

Most testing done is the workplace done for pre-employment only, and involved laboratory-based urine testing. Unfortunately urine-based testing and its associated application with pre-employment testing, has become little more than an "IQ" test due to the prevalence of sample substitution and / or adulteration, combined with the fact that most illicit drugs only stay in any specimen type (exclusive of hair) for a few days.

The key to effective management of substance abuse in the workplace includes interdiction, education, and random testing via a comprehensive drug free workplace program. The government's focus upon interdiction and education, while important, has proven largely ineffective. The end goal, prevent people for using drugs in the workplace, is best served by providing an effective deterrent. Random testing has shown to reduce drug abuse tenfold, as well as reduce accident rates by 50% or more.

The attached presentation (inclusive of notes) deals with the construction sector, however, there are several parallels between construction and mining, not the least of which is a much higher than normal rates of both drug abuse, accidents, and fatalities.

A. Nature, Extent, and Impact of the Problem

A1. What specific substances are most prevalent and pose the greatest threats to mine safety and health? Please include comments on ``controlled substances,' ' illegal or illicit drugs, alcohol, inhalants, prescription and over-the-counter drugs, and any other substances you believe may create safety hazards when used or misused by miners.

It is Avitar's believe that published "POSITIVE" rates by drug class / type are misleading as most urine tests do not include drugs that are prevalent in current society (including prescription drugs and designer drugs). Our information indicates that Meth, including Ecstasy, as well as synthetic opiates such as Oxycodone-Oxycontin ®, Percoset®, Hydrocodone-Vicodin®, Hydromorphone-Dilaudid®, and Oxymorphone) are in far more widespread use than published statistics would indicate. Additional "high use" drugs include **cocaine** (crack), **opiates** (heroin, morphine, codeine,) and amphetamines.

A2. Based on your experience and knowledge of the industry, how widespread is the use or misuse of alcohol or other drugs in the mining workplace?

Both Avitar and our clients state that substance abuse is significantly higher that figures published by SAMHSA or other sources. For example, clients in Construction tell us the usage rate is 30% or higher vs. published figures.

A3. How severe a risk does the use or misuse of alcohol and other drugs pose to miners' safety?

Likely 50% or more accidents could be prevented by comprehensive drug and alcohol testing policies and programs, inclusive of random on-site testing.

B1. Should we revise this existing metal and non-metal standard and establish a standard for coal mines? If so, how?

Yes, there is a direct, proven relationship between substance abuse and accident rates. The Gould case study, attached shows the direct relationship between random drug testing and accident rates. Persons abusing drugs or alcohol should not be allowed on the job.

B2. What substances should be prohibited? Please include comments on controlled substances, alcohol, misuse of prescription and over the counter drugs, and inhalants.

All illicit drugs (illegal and controlled substances without a valid prescription, and alcohol over a set level (i.e..02BAC, .04, etc.)

B3. How should impairment be determined, and who should make the determination?

Impairment can not and should not be a determining factor. This is definitely not the right method to implement a substance abuse program and associated random testing program. Levels should be set for alcohol and there should be zero tolerance for all drug categories tested for. If impairment is used the program will be unmanageable and fail.

B4. What actions should operators be required to take once an impaired miner is identified (e.g., remove from site, send home for the day, refer to the Employee Assistance Program or elsewhere for assessment, send for drug test, terminate, fine, or other actions)?

Again, impairment is NOT the factor. Supervisors and fellow employee should be trained to notice signs of substance abuse. Should an employee "screen" non-negative for drugs or alcohol, the following steps should be implemented: 1.) removal from safety sensitive position, 2.) confirmatory sample taken and sent to laboratory, 3.) MRO review of laboratory result. If MRO determines "POSTIVE", company policy followed? typically referral to counseling or EAP is recommended unless second offense. Some companies terminate on first offense. Second offense termination.

B5. What policy or procedures do you have regarding employees who are using legally and properly prescribed drugs that may cause impairment?

Removal from safety sensitive position, however, assignment to non-safety sensitive position.

C. Training

C1. Should our regulations address training in the prevention of alcohol and other drug misuse? If so, how?

Yes. Training for all on substance abuse and ill affects, as well as training on how to recognize substance abuse. Training for test administrators.

C2. Who should receive this training (e.g., supervisors, managers, foremen, miners, miners' representatives)?

Everyone? and EVERYONE should be testing randomly. Not just "safety sensitive" personnel.

C3. What topics should be included?

Ongoing drug free workplace training: Issues, updates on current drug trends.
How to recognize drug abuse.
How to administer tests.
How to deal with an abusing employee.

D. Inquiries Following Accidents

D1. Should we revise 30 CFR 50.11 to address alcohol and other drug use inquiries by mine operators during accident investigations? Section 50.11 provides as follows:

Post accident testing for drugs and alcohol must be mandatory. Testing should be done as soon post accident as possible? aka within minutes.

D2. What type of alcohol and other drug use inquiries should be made after accidents (e.g., questioning, drug testing)?

Post accident testing for drugs and alcohol must be mandatory. Testing should be done as soon post accident as possible? aka within minutes.

D3. What degree of accident or injury should trigger an inquiry (all, fatal, lost-time, others)?

All accidents involving injury to person, equipment, or property and/ or lost time.

D4. How should the information collected in the inquiry be used, and by whom?

Safety, occupational health, risk management, HR, direct management involve with individual, and senior management to reduce likelihood of future occurrences.

D5. What actions should be required if it is determined that the use of alcohol or other drugs was a contributing factor or cause of the accident?

Notify insurance companies, legal, and state agencies.

E. Drug-Free Workplace Programs

E2-e. Please provide any data that demonstrate the extent of the problem at your mine and the effectiveness of your program in improving safety at your mine.

See Gould attachment.

E2-f. What issues/problems have you encountered in implementing your program and how have you resolved them?

Only major issue is union influence / resistance, however, majority of unions are becoming pro-drug and alcohol screening, especially relative to oral testing.

Oral testing only detects current usage (from minutes of consumption, up to 2-3 days), and doesn't dictate lifestyle.

Urine testing goes back up to a week or more for marijuana (not good for otherwise good employees), however also can not detect drugs for the first 6-8 hours post-consumption (not good for on-the-job use or post-accident use). Hair goes back 90 days (not good for unions or "weekend users", and also can't detect for first two weeks post use (not good for post accident or on-the-job use)

F. Costs and Benefits

F1. What costs have you incurred from your efforts to reduce or eliminate drugs or alcohol from the workplace? Please provide the costs by type (e.g., personnel, training, equipment).

Typically a fraction of a percent to two percent of savings from program, or 20 dollars per test. (50% of workers should be tested annually), plus education and training.

F2-b. Would these costs be borne disproportionately by small mines? If so, please explain how and by how much the costs would vary.

Absolutely not. The "start-up costs" are very low.

F3. What benefits have you derived from your efforts to reduce or eliminate alcohol or drugs from the workplace (e.g., lower workers compensation costs, reduced absenteeism, employee morale, reduction in turnover, accident and injury reduction and related cost savings)?

13% reductions in worker's comp premiums, 30% less turnover, 300-500% less health benefit utilization, 50% lower workplace violence, 50%+ fewer reportable accidents? on average 40,000 per drug abusing employee per year.

Please feel free to contact me directly if you would like any further details or clarifications.

Regards,
Peter

Peter N. Cholakis
Vice President, Marketing
Avitar Technologies, Inc.
pcholakis@avitarinc.com
www.avitarinc.com
(800) 255 0511

Avitar, developer of the world's first on site, oral-based test for drugs-of-abuse is changing the way that drug testing is done in the workplace. Our client-centric solutions are customized to meet business needs and set industry standards for quality, performance, and reliability.



10/7/2005

Attachment: PowerPoint Document.
See Comment AB41- COMM - 3 - A

**Construction Safety
eBriefing**

Reduce On-the-Job Accidents 50%+

Carl Metcalf, Human Resources and Safety Director
Gould Construction

David Greaves, Vice President of Sales
Avitar



AVITAR
Breakthrough Technology
Safety & ROI-Centric Solutions

AVITAR
On Site Diagnostics

Construction Safety

eBriefing: Reduce On-the-Job Accidents 50%+

Speaker Profile:

Carl Metcalf, Human Resources and Safety Director
Gould Construction

16 years of safety experience in construction,
Department of Energy site clean up, and chemical
plants and refineries.

AVITAR
On Site Diagnostics

(Greaves) Good Afternoon and Welcome. Today we have the opportunity to participate in an Executive Briefing by Carl Metcalf, Human Resources and Safety Director for Gould Construction, a Colorado-based "heavy and highway" contractor. Carl has 16 years of safety experience in construction, Department of Energy site clean up, as well as chemical plants and refineries.

Welcome Carl

Psychology & Work Today

EIGHTH EDITION

- Accidents are the primary cause of death on the job
- Humans are responsible for most accidents
- 5000 accidental deaths annually
- 4 million disabling injuries annually
- Staggering costs to organizations

Duane Schultz
Sydney Ellen Schultz

AVITAR
On Site Diagnostics

Construction is a dangerous job

Business sectors with the most deaths (U.S.):

#1 Construction - 1,126

#2 Transportation & Warehousing - 805

Overall, Workplace fatalities rose in 2003 to a total of 5,559 deaths.

Source: U.S. Department of Labor, Workplace Fatalities 2003

AVITAR
On site Diagnostics

(Metcalf) Construction is a dangerous profession at all times. Construction consistently reports the highest number of workplace deaths.

When everyone on your site is sober and their head is in the game, it's still very dangerous.

Construction Industry Facts

636,000 construction companies

7,000,000+ persons employed in construction

Construction industry (risk)

- 18% of all work-related deaths
- 15% of all workers' compensation cases

Approximately 1,000+ construction workers killed annually

9 Industry Best Practices / Zero Accident Philosophy

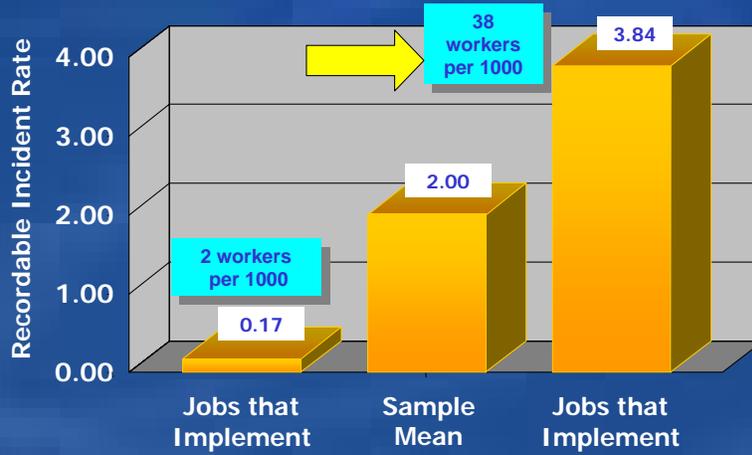
- Demonstrated management commitment
- Staffing for safety
- Safety planning (pre-project / pre-task)
- Safety orientation, training, and education
- Worker participation and involvement
- Safety incentive programs (recognition and rewards)
- Subcontractor management
- Accident/incident reporting and investigations
- Drug and alcohol testing (pre-employment, random, ...)

*Source: Making Zero Accidents a Reality, 2001
Study of ENR 400, Bechtel*

AVITAR
On Site Diagnostics

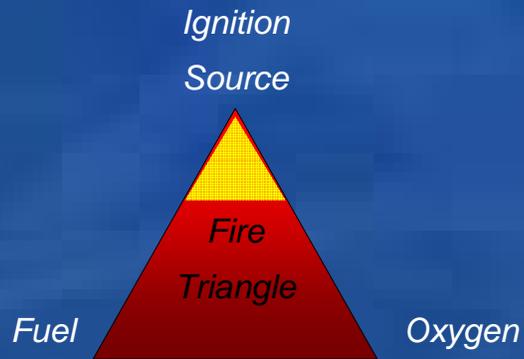
Project Safety Performance

Results of implementing best practices



AVITAR
On Site Diagnostics

Remember the Fire Triangle?



AVITAR
On Site Diagnostics

(Metcalf) Remember the old “Fire Triangle”. One side fuel, one side oxygen, and the other the ignition source. We were taught... remove one of these, and you can’t have a fire.

Your Job Site has a Formula

Task Difficulty
+ Heavy, Dangerous Equipment
+ Open Ditches, Scaffolding
+ People

= Accidents

AVITAR
On Site Diagnostics

(Metcalf) Your job site has a formula. Difficulty, Dangerous Equipment, Open Ditches / Scaffolding, and People add up to the possibility of an accident.

Drug Abuse is Another Part of the Formula

Difficulty of the Tasks
+ Heavy or Dangerous Equipment
+ Open Ditches, Scaffolding
+ People + Drug Abuse

= **50%** or more Accidents

AVITAR
On Site Diagnostics

(Metcalf) The other part of the formula is drug & alcohol abuse. Statistics show that drug abuse can more than double the number of accidents in the workplace.

Your are backed up by the Congress of the United States

1988 Drug Free Workplace Act

Drug Free Workplace Act of 1988 makes employers who hold >\$25,000 in federal contracts responsible for preventing substance abuse on the job.

AVITAR
On Site Diagnostics

(Metcalf) From a legal perspective, the US Congress supports your company's and your employee's rights to a drug free workplace.

How We Test at Gould

Oral-based On Site Testing for Drugs of Abuse

Pre-employment

Random

For-Cause / Reasonable Suspicion

Post-accident

Disposable Alcohol Test

DRUG & ALCOHOL POLICY

I have carefully and thoroughly read Gould Construction's Drug Free Workplace Policy. I have received a copy of Gould Construction's Drug-Free Workplace Policy, understand its requirements and agree, without reservation, to follow this Policy.

NAME (signature) _____

DATE _____

GOULD CONSTRUCTION INC. EMPLOYEE ALCOHOL AND DRUG SCREENING INFORMED CONSENT AND RELEASE FROM LIABILITY

I, _____, have seen the Gould Construction Alcohol and Drug Abuse Policy, and I hereby freely and voluntarily consent to testing to determine the presence or lack of presence in my system of alcohol or the controlled substances listed in the company Policy. I further give my free and voluntary consent to the release of the test results, and other relevant medical information, to Gould Construction's representative for review. I understand that a positive test result may be grounds for immediate termination of my employment with Gould Construction.

I hereby release Gould Construction, its subsidiaries and parents, the collection site, the testing laboratory, the Medical Review Officer and the employees, representatives, agents and contractors of all of the above from any liability arising from the administration of the collection or test and any employment decisions made on the basis of the test results.

For drug screens, the testing laboratory will be either, **Lab One, or Avitar Alcohol Breath Scan and Oral Screen 4**. The collection site will be, **Gould Construction Office, Job Site, or Glenwood Medical Associates**.

I understand that certain medications may cause a positive test result. Thus, **I have reviewed the information in the company Policy**.

I understand that misrepresentation, falsification or deliberate omission of any information on this form is grounds for immediate termination of my employment.

Company Representative _____

Date _____

Employee's Signature _____

Date _____

*The Program at
Gould Construction*

Gould Construction
DRUG TEST

DATE: _____ TIME: _____

EMPLOYEE NAME: _____
Last First M.I.

S.S.N. _____

D.O.B. _____

POSITION/JOB TITLE _____

PRESCRIPTIONS CURRENTLY BEING TAKEN: _____

PRE-EMPLOYMENT / RANDOM / POST ACCIDENT _____

NEW-HIRE / RE-HIRE _____

Alcohol Breath Scan _____ RESULTS: POSITIVE / NEGATIVE

Oral Screen 4 _____ RESULTS: POSITIVE / NEGATIVE

SAMPLE TEMPERATURE: GOOD / NOT GOOD _____

SAMPLE COLLECTOR: _____

WITNESS: _____

EMPLOYEE
SIGNATURE: _____

The Program at Gould Construction

Warning Statement

Company Name _____ Employee Name _____

Supervisor _____ Employee SSN _____

Department _____ Job Title _____

Absenteeism, date(s) _____

Tardiness, date(s) _____

Disobeying or disobeying instructions

On-the-job use of intoxicating beverages or narcotics

Careless and shoddy work

Refusal to work overtime or change of shift

Failure to maintain or safeguard employer's property

Rule and offensive behavior

Theft of company property

Assault or threatening to assault another person

Decline in quality of work

Failure to achieve established job standards

Willful neglect or damage to employer property or interest

Safety violation (specify) _____

Other (specify) _____

Date(s) of Infraction _____ Supervisor's Statement _____

Employee's Statement _____

The purpose of this warning statement is to bring to your attention and give you an opportunity to correct the issue(s) listed above. **If these discrepancies continue it may result in your discharge.**

Employee's signature does not indicate agreement with the above statement, but does indicate that the issue(s) was discussed with the employee.

Employee Signature _____ Supervisor Signature _____

Date _____ Date _____

(Metcalf) At Gould Construction, we have clearly communicated a NO TOLERANCE drug free workplace policy. Compliance is mandatory.

Certainly, implementing a drug testing program has to be done in an appropriate, well documented manner. At Gould, I can say that the program has been so successful that employees call me on my cell phone to discuss any substance abuse issues that may exist with fellow workers.

The Program at Gould Construction

Reasonable Suspicion Documentation

Prepare this form every time an employee is suspected of drug and/or alcohol use by physical behavior, speech or performance indicators that constitute a major change in the person's appearance and behavior and result in a reasonable suspicion drug or alcohol test.

name: _____

Date of observation: _____

Time of observation: from: _____ *Month/day/year* a.m./p.m. to _____ a.m./p.m.

Location: _____

Observed behavior – check all that apply:

PHYSICAL INDICATORS <input type="checkbox"/> dilated pupils <input type="checkbox"/> chronic redness of eyes <input type="checkbox"/> constricted pupils <input type="checkbox"/> chronic nasal problems <input type="checkbox"/> drowsiness <input type="checkbox"/> odor of marijuana <input type="checkbox"/> cold sweats <input type="checkbox"/> odor of alcohol <input type="checkbox"/> tremors <input type="checkbox"/> noticeable weight loss <input type="checkbox"/> excessive yawning <input type="checkbox"/> loss of appetite <input type="checkbox"/> rapid breathing <input type="checkbox"/> ravenous appetite <input type="checkbox"/> dizziness <input type="checkbox"/> unsteady walk, stumbling	BEHAVIORAL INDICATORS <input type="checkbox"/> depression <input type="checkbox"/> anxiety <input type="checkbox"/> moodiness <input type="checkbox"/> irritability <input type="checkbox"/> alienation <input type="checkbox"/> agitation <input type="checkbox"/> combativeness <input type="checkbox"/> restlessness <input type="checkbox"/> panic reactions <input type="checkbox"/> euphoria <input type="checkbox"/> neglect of personal hygiene
SPEECH INDICATORS <input type="checkbox"/> thick <input type="checkbox"/> slurred <input type="checkbox"/> excessive talkativeness <input type="checkbox"/> rapid <input type="checkbox"/> incoherent	PERFORMANCE INDICATORS <input type="checkbox"/> unable to concentrate <input type="checkbox"/> errors in judgement <input type="checkbox"/> loss of interest in work <input type="checkbox"/> impaired reasoning

OTHER INDICATORS (POSSIBLY DRUG RELATED)

<input type="checkbox"/> financial problems	<input type="checkbox"/> substandard performance on job (i.e. mileage, production)
<input type="checkbox"/> tardiness/absences	<input type="checkbox"/> unusual number of citations
<input type="checkbox"/> disappearances from work	<input type="checkbox"/> unusual number of accidents

Other abnormal behavior observed: _____

To the best of my knowledge and belief, this report represents the physical, behavioral, speech or performance indicators of the above-named driver, observed by me and upon which I base my decision to require said driver to submit to reasonable suspicion.
 drug testing alcohol testing both

Above behavior witnessed by: _____

Signature of company official
Signature of supervisor or company official

(Metcalf) At Gould Construction, we have clearly communicated a NO TOLERANCE drug free workplace policy. Compliance is mandatory.

Certainly, implementing a drug testing program has to be done in an appropriate, well documented manner. At Gould, I can say that the program has been so successful that employees call me on my cell phone to discuss any substance abuse issues that may exist with fellow workers.

The Program at Gould Construction

Zero Tolerance Drug Free Workplace Policy
Compliance is Non-Negotiable

Communication
Employees Call and Discuss Issues

AVITAR
On Site Diagnostics

(Metcalf) At Gould Construction, we have clearly communicated a NO TOLERANCE drug free workplace policy. Compliance is mandatory.

Certainly, implementing a drug testing program has to be done in an appropriate, well documented manner. At Gould, I can say that the program has been so successful that employees call me on my cell phone to discuss any substance abuse issues that may exist with fellow workers.

Case Study: My Results @ Gould Construction



AVITAR
On Site Diagnostics

(Metcalf) The drug and alcohol tests supplied by Avitar when use with a comprehensive drug testing program work. The proof is in my results The first year I was safety director we had 19 reportable workers comp claims. The next year we had 7. The next year 3. Last year we had 0.

Random testing is particularly effective. When your employees have no idea when you can show up with the paperwork and a drug and alcohol test kit, the seed is planted.

*Resulting \$1.5M in Savings**,

Can be used for ...

Wage increases
Better benefits
Better equipment
Training class

*19 Workers Compensation Claims x \$80,000 ea.
13% savings in insurance premium

AVITAR
On site Diagnostics

(Metcalf) The dollar savings have been significant, and can be used for better equipment, benefits, training, and even wage increases.

Quality Tools to Battle Drug Abuse

First instant oral test for drugs of abuse.

Accuracy comparable to urine testing.

Detects 97% of what people abuse*:

Cocaine

Opiates, including Oxycontin® / Oxycodone

Marijuana

Methamphetamines, including Ecstasy

*Per annual workplace drug abuse survey, and
NIDA / SAMSHA drug classes



AVITAR
On Site Diagnostics

(Metcalf) This is the Avitar on-site test I use.

Some Lessons Learned

1. ALL employees are subject to testing
2. Random testing is the most effective deterrent to drug abuse
3. Most people who screen “non-negative” admit to drug abuse
 - Right to laboratory confirmation, I’ll take them (\$75.00)
 - No confirmations needed to date
4. “Stick by your guns”

AVITAR
On Site Diagnostics

(Metcalf) The program is like any other. You must stick to your guns – no exceptions. All employees and I mean all, are subject to drug and alcohol testing.

Most of the time the people I have tested that test non-negative, confess.

For the people that deny using, I propose to take them to the local lab and have them retested. If they comply, the agreement is made that if they test positive, they pay the \$75.00 test fee. If the lab finds them negative, the company pays. I have not had to take anyone to the lab.

About Avitar

Developer & manufacturer of world's first on-site oral test for illicit drugs

Operates ISO approved and FDA registered manufacturing facility

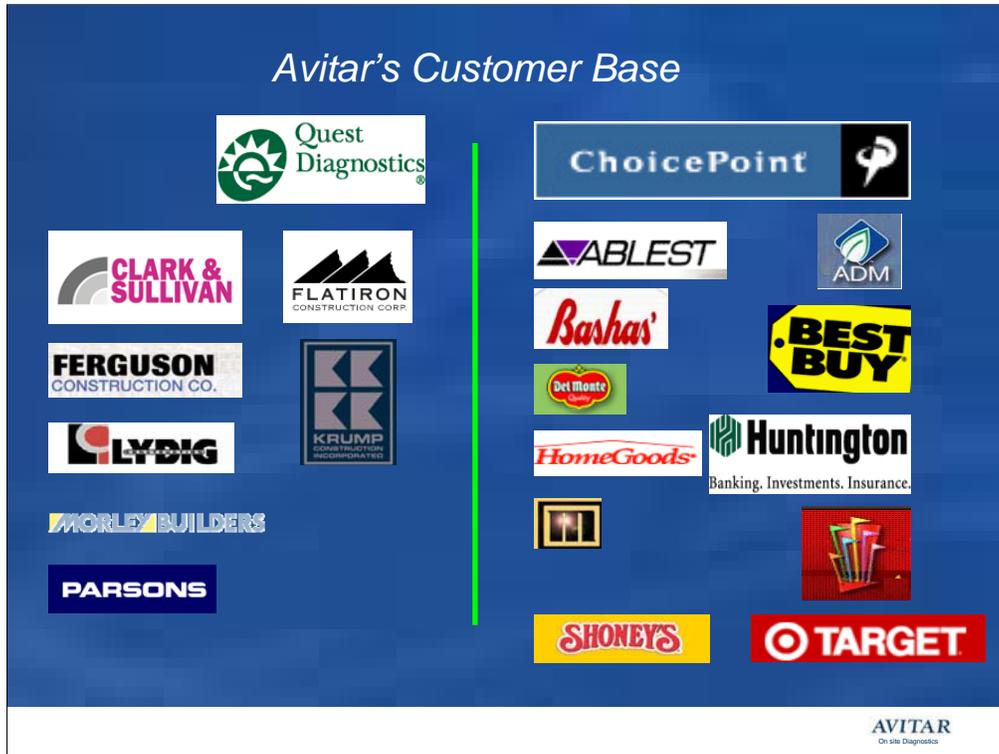
Market and quality leader

Products manufactured in USA

AVITAR
On site Diagnostics

(Greaves) Thank you Carl. Before we begin our question and answer session in a few minutes, I'd like to provide a bit of background on Avitar.

Avitar developed the world's first on-site disposable oral test for drugs of abuse. We develop, manufacture, and market our products from our headquarters located in Canton, MA.



Avitar has established a solid foundations of clients across multiple market sectors. This slide highlights several of our construction industry customers on the left, as well, as a sampling of clients from other industries.

Q & A

Speaker's Contact Information:
carl@gouldconstruction.com

To Request:

- A Copy of the Presentation
- An On Site Presentation
- Pilot Program Options

Please contact us:
mktg@avitarinc.com

www.avitarinc.com

AVITAR
On Site Diagnostics

(Phildius) Thank you for your attention, and I would now like to open up the line for questions.

Violence in the Workplace

Murder is the second leading cause of death on the job (primary cause of death for women)



>2 million employees are physically assaulted

3/4s of fatalities are related to deliberate robberies

Ex-employees or co-workers commit 1/3 of homicides

Threatened employees are more likely to seek employment elsewhere

Men are responsible for 70% of rude behavior

Drug Use in the Workplace



Marijuana is the most common substance used, followed by amphetamines, opiates, cocaine, and Ecstasy.

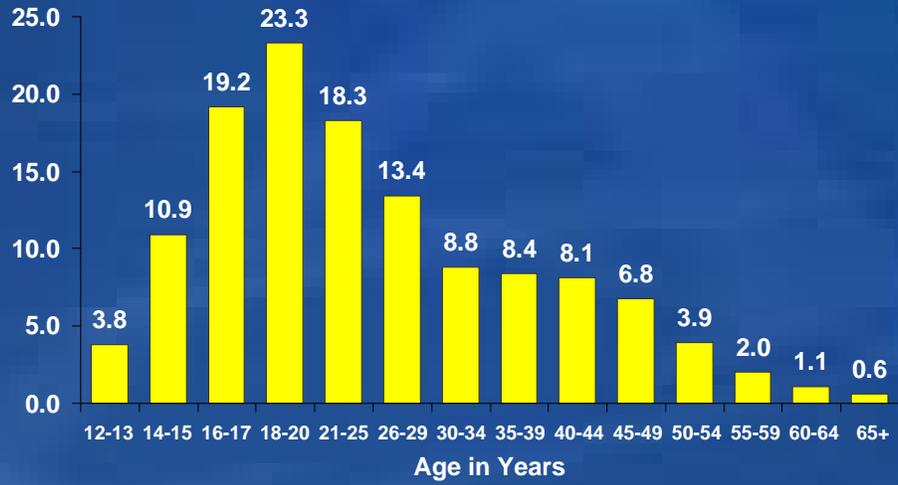
10% of current or prospective employees has used or will use drugs

Drug abuse is highest among skilled and semi-skilled laborers and lowest among managerial and professional personnel

Drug-dependent workers generally present a more serious problem than alcoholic worker

Illicit Drug Use, by Age: 2003

Percent Using in Past Month



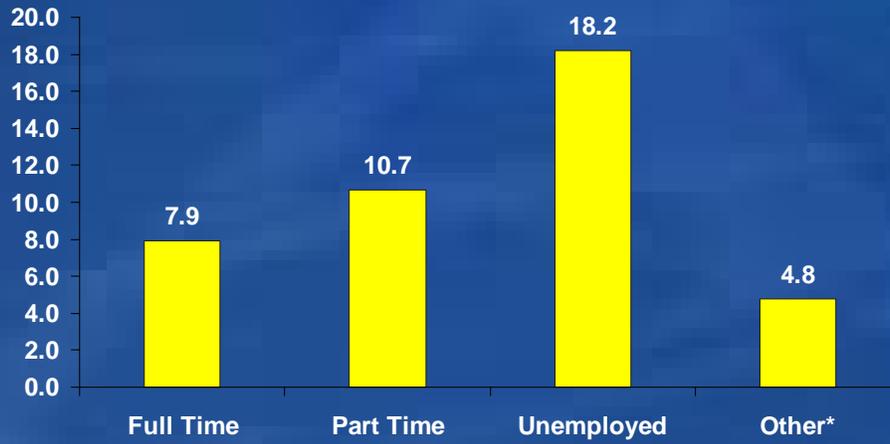
Source: SAMHSA, 2003 National Survey on Drug Use and Health (NSDUH)

AVITAR
On Site Diagnostics

Rate of Illicit Drug Use Among Adults

Aged 18 or Older, by Employment Status: 2003

Source: SAMHSA, 2003 National Survey on Drug Use and Health (NSDUH)



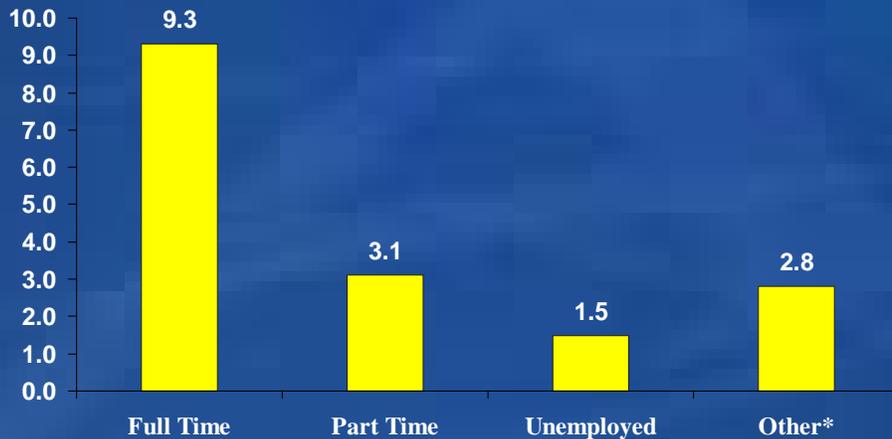
*Retired person, disabled person, homemaker, student, or other person not in the labor force.

Source: SAMHSA, 2003 National Survey on Drug Use and Health (NSDUH)

AVITAR
On Site Diagnostics

Illicit Drug Users in the Workplace Aged 18 or Older, by Employment Status: 2003

Numbers of Persons (in Millions)



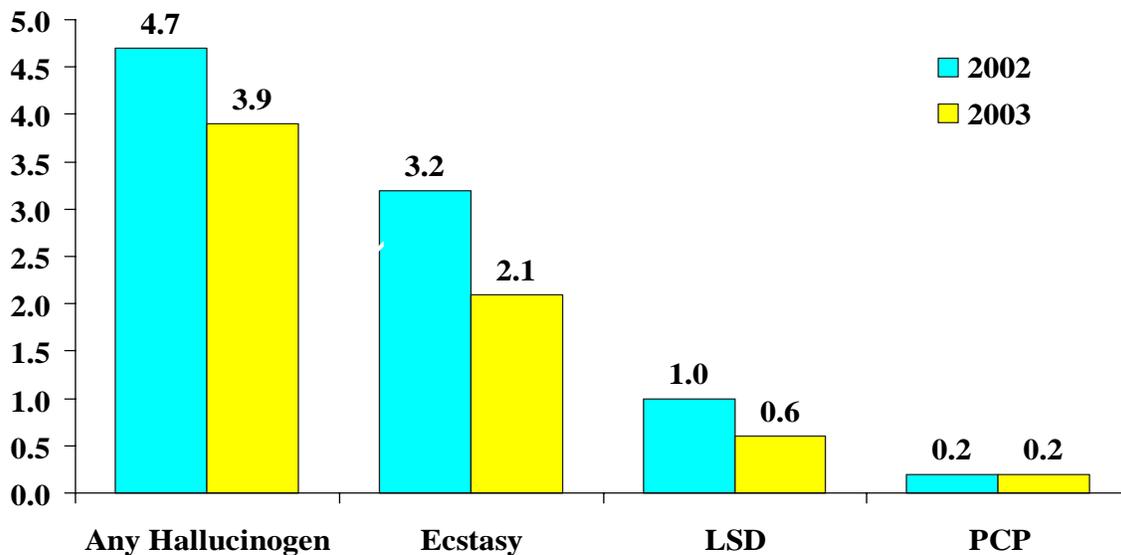
*Retired person, disabled person, homemaker, student, or other person not in the labor force.

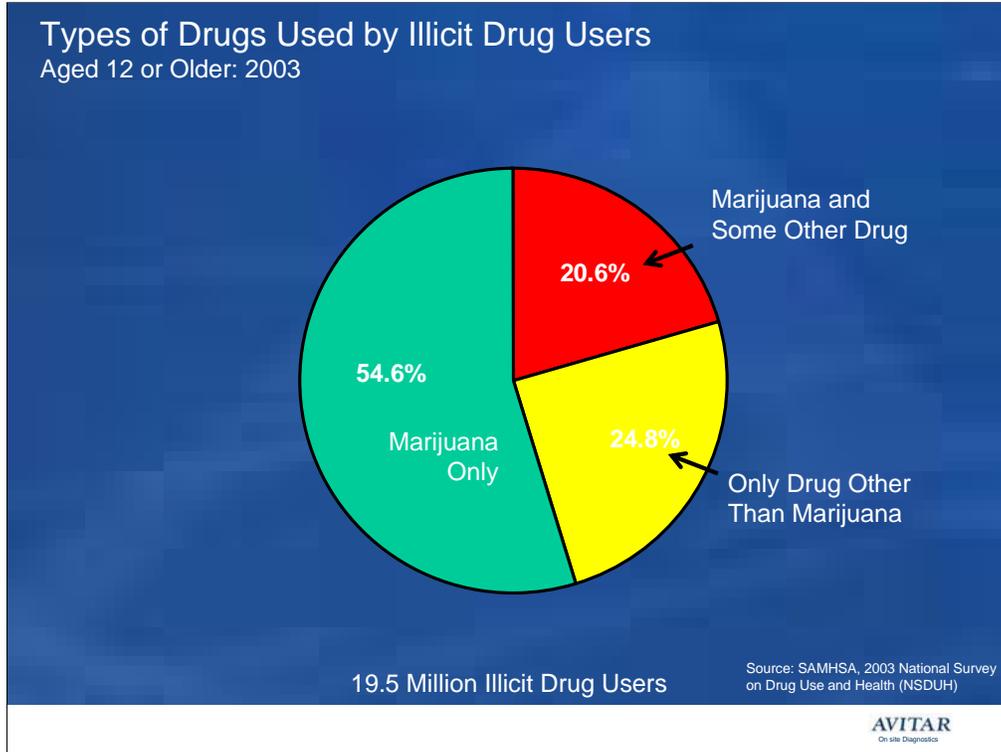
Source: SAMHSA, 2003 National Survey on Drug Use and Health (NSDUH)

AVITAR
On Site Diagnostics

Past Year Users of Selected Hallucinogens among Persons Aged 12 or Older: 2002 and 2003

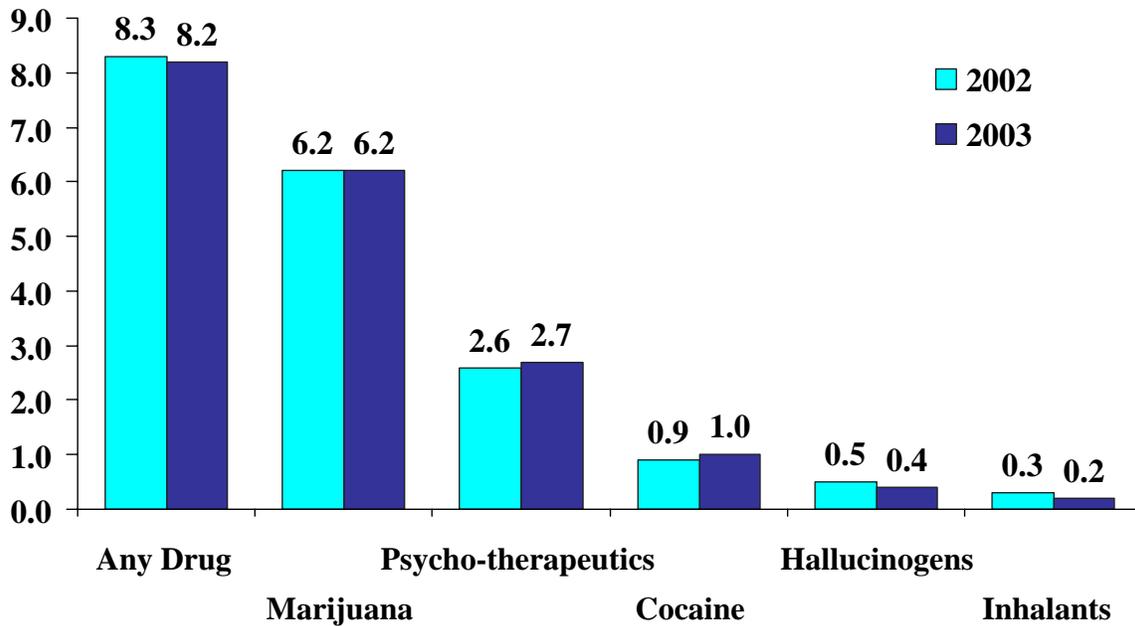
Numbers of Past Year Users (in Millions)



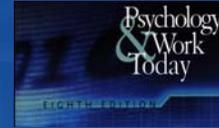


Use of Selected Illicit Drugs among Persons Aged 12 or Older: 2002 and 2003

Percent Using in Past Month



Effects of Drugs on Performance



Behavioral effects vary with the substance; users neglect appearance, personal hygiene, and clothing; emotional outbursts and tendency to borrow money

Cognitive and reflex impairment, sluggish, dilation or contraction of pupils, bloodshot, and needle marks

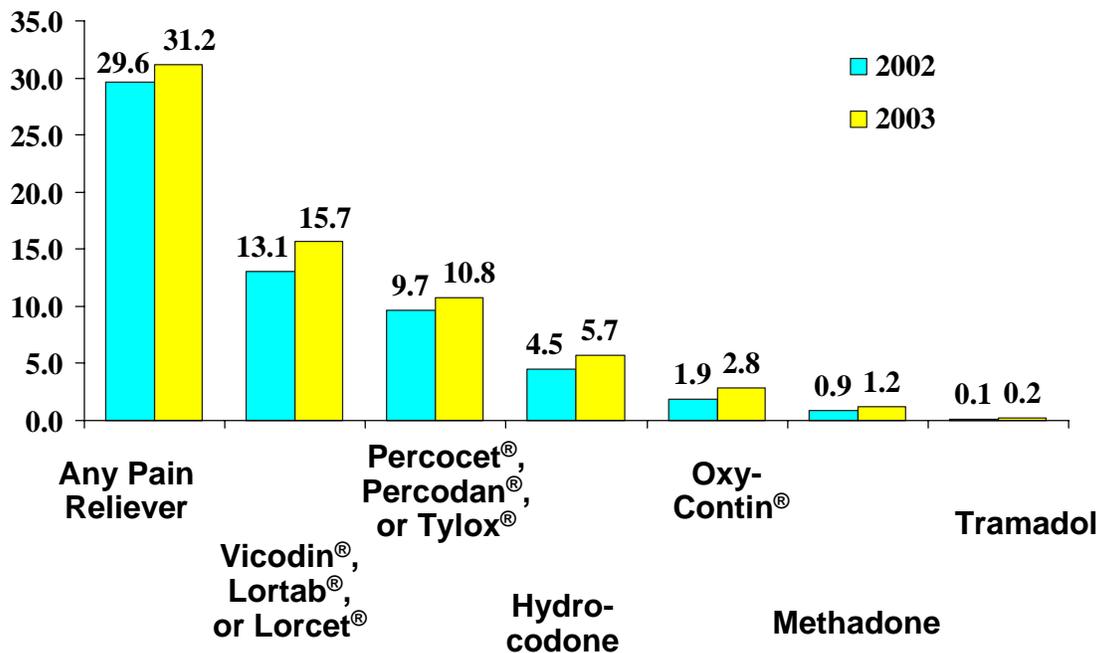
Four times as many accidents, three times the absences, three times the health benefit claims, and five times the workers comp claims

Often tardy with low job satisfaction; increase in theft; threat to themselves and safety of others

AVITAR
On Site Diagnostics

Lifetime Nonmedical Users of Selected Pain Relievers among Persons Aged 12 or Older: 2002 and 2003

Numbers of Lifetime Users (in Millions)



Drug Testing Guidelines



1. Clear and direct written drug policy communicated to all applicants & employees
2. If there is a union, submit to collective bargaining
3. Drug testing should apply to all employees, pre & post employment
4. Employees should be informed of the program in advance
5. Positive test results should be confirmed by a second test
6. Results should be kept confidential

Study – Drug Abuse Among Truck Drivers
(SmithKline, Sponsored by Insurance Institute for Highway Safety)

317 randomly selected tractor-trailer drivers

1. 20 percent tested positive for drugs.

Study – U.S. Postal Service

(Normand & Salyards – 5,465 applicants / 21 sites)

1. Purpose of the Study:
 1. Assess drug use prevalence in job applicant population
 2. Evaluate the relationship between drug testing results & job performance
2. Technique:
 1. Applicants tested for the presence of illicit drugs at the time of job application.
 2. Test results were not disseminated to hiring officials & had no bearing on hiring
3. Results:
 1. 9.4% of applicants tested positive (60% marijuana, 25% cocaine and 10% other)
 2. Direct association between test results & employment performance measures
 3. Employees who tested positive for drugs demonstrated:
 1. 43% higher absenteeism (cocaine users 3x higher)
 2. 40% higher involuntary job separation. (cocaine users 2x higher)
 3. Cocaine-positive applicants